MAY 2024 **P/ID 77935/RMB3L**

Time : Three hours Maximum : 80 marks

SECTION A — (10 × 2 = 20 marks)

Answer any TEN questions in 50 words each.

1. What is operative function?
2. What are total Rewards?
3. What do you mean by HRD?
4. Write down the steps involved in job analysis.
5. What is to be developed after successful training?
6. Identify the various components of recruitment.
7. What is critical incident method?
8. Define transfer.
9. Define dearness Allowance.
10. What is ranking Method?
11. What are compensation criteria?
12. What do you mean by online PMS?

SECTION B — (5 × 6 = 30 marks)

Answer any FIVE questions in 250 words each.

13. Elucidate the features of Line and Staff Organization.

14. Explain the qualities of a HR manager

15. Discuss the recent trends of SHRM.

16. Enumerate the process of dismissal.

17. List down and explain the steps to organize effective Training Programme.

18. Brief out the importance of Performance Management.

19. What is linked bonus system? Discuss in detail.

SECTION C — (3 × 10 = 30 marks)

Answer any THREE questions in 500 words each.

20. Explain the role of HR manager in an organization.

21. Examine the training needs assessment process with suitable examples.

22. Elaborate the steps involved in Human Resource Planning.

23. Elucidate the steps involved in MBO. State its advantages.

24. Discuss the role of direct and indirect compensation programmes in an organization.

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